## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **APHIS** (and below)

For 1st Quarter 2016 for period ending December 31, 2015

			Cor	nparati	ve Data	1
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru12-31
	2011	2012	2013	2014	2015	20101111u12-31
Number of Complaints Filed	49	47	42	41	65	10
Number of Complainants	49	47	39	41	61	10
Repeat Filers	0	0	2	0	4	0

Complaints by Pagis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31
Race	16	15	11	15	24	5
Color	0	2	4	5	9	2
Religion	3	1	4	1	3	0
Reprisal	13	28	24	28	38	4
Sex	13	11	14	16	27	5
PDA	0	0	0	0	1	0

N. C. LO.	4		7	7	1.1	0
National Origin	4	6	7	7	11	0
Equal Pay Act	0	0	0	0	0	0
Age	10	11	19	15	25	4
Disability	12	14	12	16	18	2
Genetics	0	1	0	0	0	0
Non-EEO	5	6	2	4	9	1
Compleints by Issue			Com	parativ	e Data	l
Complaints by Issue	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru12- 31
Appointment/Hire	0	1	3	3	3	0
Assignment of Duties	5	7	5	13	16	0
Awards	1	0	3	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	3	5	3	3	3	0
Suspension	1	1	0	2	2	0
Removal	0	1	1	0	0	0
Other	3	3	1	1	4	0
Duty Hours	0	1	2	0	2	0
Evaluation Appraisal	4	2	5	6	8	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	29	15	29	38	4

Sexual		1	2	(	)	1	0	0
Medical Examination		0	0	(	)	1	1	0
Pay (Including Overtime)		1	3	2	2	2	6	0
Promotion/Non-Selection		16	6	5	5	6	26	4
Reassignment								
Denied		2	3	(	)	1	1	0
Directed		3	1	3	3	4	3	0
Reasonable Accommodation	on	4	8	3	3	6	11	0
Reinstatement		0	0	(	)	0	0	0
Retirement		0	0	(	)	0	0	0
Termination		1	3	3	3	2	8	2
Terms/Conditions of Empl	oyment	1	3	1	3	19	28	1
Time and Attendance		2	2	3	3	2	7	0
Training		5	6	_	4	7	8	0
Other		3	5	7	7	2	4	0
			Co	mp	ara	tive I	Data	
<b>Processing Time</b>		Previous	s Fisca	l Y	ear	Data		2016Thru12-
	2011	2012	201	3	20	14	2015	31
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	193.08	195.13	194.	78	189	9.23	192.62	196.73
Average number of days in final action	139.58	279.54	85.2	28	140	).42	96.45	97.60
Complaint pending during	fiscal year	ar where	hearin	ıg w	as r	eque	sted	
Average number of days in investigation	0	206.92	0		191	1.21	210.27	209.71
Average number of days in final action	0	0	95.3	3	181	1.22	70.67	97.60

Complaint pending during	fisca	l yea	r wh	ere i	hear	ng w	as 1	not red	ques	ted		
Average number of days in investigation	193.	08	169.	58	194	.78	184	4.91	171	.06	17	4.00
Average number of days in final action	139.	39.58 279.54 70.20						103.22		'.40		0
						C	omp	parati	ve l	Data		
Complaints Dismissed Agency	by		P	revi	ious	Fisca	ıl Y	ear D	ata		2016T	hru12-
			2011	. 2	012	201	3	2014	20	15	•	31
Total Complaints Dismisse Agency	d by		8		7	7		6		8		2
Average days pending prior dismissal	r to		88		56	52	,	74	8	4	1	03
Com	olain	ts V	Vithd	lrav	vn b	y Co	mpl	ainar	ıts			
Total Complaints Withdrav Complainants	n by	7	1		1	1		2	4	4		0
						Com	par	ative	Dat	a		
Total Final Agency Actions Finding			Prev	iou	s Fis	cal Y	Zea1	r Data	a		20167	Γhru12-
Discrimination	2	2011	2	012	2	013	2	014	20	)15		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		2		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	10	0 0	0	0	0	2	100	0	0	0	0
Findings of Discrimination Rendered					(	Comp	para	ative ]	Data	a		
by Basis			Prev	iou	s Fis	cal Y	'eai	· Data	ì		2016	Γhru12-
Note: Complaints can be	20	011	2	012	2	013	2	2014	2	015		31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	, #	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		0		3		0		0	

Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	2	67	0	0	0	0
Reprisal	2	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	67	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	33	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		1								·		1
Findings After Hearing	1		0		0		2		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	2	100	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	1		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					C	omp	ara	tive I	ata	ì		
Findings of		P	rev	ious I	isc	al Y	ear	Data			20167	Thru12
Discrimination Rendered by Issue	20	011	2	012	20	13	20	014	20	)15		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1 1											1
Demotion	0	0	0	0	0	0	0	0	0	0	0	0

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
-								0				
Suspension	0	0	0	0	0	0	0		0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	3	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	33	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	33	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				-				-				
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	100	0	0	0	0

Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	0
Training	0	0	0									
Training Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
								0 parati				0
Other - User Defined  Pending Complaints Fi	0 led i	0 n	0	0	0	C	omj		ve ]	Data	<u> </u>	0 Γhru12-
Other - User Defined	0 led i	0 in tus	0	0 Previ	0	C	omj al Y	parati	ve ]	Data	2016	
Other - User Defined  Pending Complaints Fi	0 led i Sta	0 in tus	0	0 Previ	ous	C	omj al Y	parati 'ear D	ve ]	Data	20167	Γhru12-
Other - User Defined  Pending Complaints Fi Previous Fiscal Years by  Total complaints from previous	0 led i Sta	0 in tus	0 201	0 Previ	0 ous 012	Ci Fisca	ompal Y	parati Zear D	ve ] oata	Data  1  015	20167	Γhru12- 31
Other - User Defined  Pending Complaints Fi Previous Fiscal Years by  Total complaints from prev Fiscal Years	led i Sta	0 in tus	0 201 59	0 Previ	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Fisca 201	ompal Y	parati Year D 2014	ve ] oata	Data 015	20167	Thru12- 31
Other - User Defined  Pending Complaints Fi Previous Fiscal Years by  Total complaints from prev Fiscal Years  Total Complainants	led i Sta	0 in tus	0 201 59	0 Previo	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Fisca 201	omj	parati Year D 2014	ve Data	Data 015	20167	Thru12- 31
Other - User Defined  Pending Complaints Fi Previous Fiscal Years by  Total complaints from prev Fiscal Years  Total Complainants  Number complaints pend	led i Sta	0 in tus	0 <b>1 201</b> 59 21	0 Previo	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	C Fisca 201 66	ompompal Y	parati /ear D 2014 31	ve data	Data 015 30	20167	<b>Γhru12- 31</b> 72
Pending Complaints Fi Previous Fiscal Years by  Total complaints from prev Fiscal Years  Total Complainants  Number complaints pend  Investigation  ROI issued, pending	led i Sta	0 in tus	0 201 59 21	0 Previo	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	C Fisca 201 66	ompompal Y	parati Vear D 2014 31 29	ve ]  oata  20	Data 015 30 0	20167	712-31 72 68 15
Pending Complaints Fi Previous Fiscal Years by  Total complaints from prev Fiscal Years  Total Complainants  Number complaints pend  Investigation  ROI issued, pending Complainant's action	led i Sta	0 in tus	0 201 59 21	0 Previous 1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	C Fisca 201 66 28	ompompal Y 13   55   56   56	parati Vear D 2014 31 29 0	ve Data	Data 015 30 0 0	20167	712-31

			Com	parati	ve Data	1
<b>Complaint Investigations</b>	Pro	evious	Fiscal Y	Year D	ata	2016Thru12-
	2011	2012	2013	2014	2015	31
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	2	1	1	2